



National Finance Center Customer Notification

Date of Notification: July 15, 2009

Subject: Implementation of Immediate Agency TSP Contributions

System(s) Affected: EPIC, *EmpowHR*, and all FESI Systems

Database/Customer(s) Affected: All

Dear Customer:

On June 22, 2009, the President signed House of Representatives Bill (HR 1256) which includes the Thrift Savings Plan Enhancement Act of 2009.

The Act eliminates the waiting period for employees covered under FERS (or FERS equivalent retirement systems) to receive Agency Automatic (1%) and Agency Matching Contributions.

Beginning in PP14, all newly accessed employees (FERS or FERS equivalent) should be coded for immediate eligibility, e.g., TSP Eligibility Code 3. This will allow them to receive the Agency Automatic (1%) contributions upon their EOD.

NFC plans to run a system update on current employees who are in a waiting period to begin receiving the Agency Automatic (1%) contributions in PP 16. If these employees are currently contributing to TSP, they will receive the Agency Matching contributions as well, in PP 16.

Agencies with Front-End Systems (FESI) need to ensure their systems will be ready to accept these changes for employees in FERS or FERS equivalent retirement systems. NFC will accept all codes sent to us by agency FESI

“Tip of the Week”

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systems; however we will only update the Payroll/Personnel System (PPS) with valid codes. Agencies with FESI should ensure some type of mechanism is in place to receive these changes.

Our *EmpowHR* System will not be modified in PP16 to eliminate the invalid codes; however, the drop-down in *EmpowHR* has the appropriate codes in place to properly code the FERS or equivalent employees for immediate participation and agency matching. We have established a Project 90547 that will begin to update various data elements such as TSP eligibility codes. This project is scheduled as part of the *EmpowHR* 9.0 Release 3.

All NFC Systems are capable of handling these changes at present.

NFC is in the process of determining how to identify and update those employees who were eligible for Agency Automatic (1%) or matching contributions in Pay Period 14 and Pay Period 15. NFC will provide a Follow up Customer Notification on the results of our analysis no later than July 24, 2009.

Additional information on the Act is included in NFC Bulletin Title I, 09-11, Elimination of the Thrift Savings Plan (TSP) Waiting Period which can be found on the NFC Homepage at [http://i2i.nfc.usda.gov/Publications/All Title 1/title1-09-11.html](http://i2i.nfc.usda.gov/Publications/All%20Title%201/title1-09-11.html).

If you have any questions regarding this notification, please contact the NFC's Payroll/Personnel Call Center at 504-255-4630 or EmpowHR Help Desk at 1-888-367-6955 or empowhr@usda.gov.

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